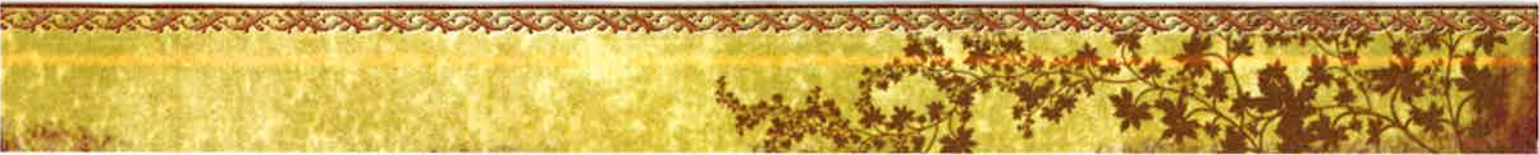




Strategies for Helpers in the Field

1. List three or more things that you will pay attention to during each session:
 - Position
 - Facial Expression
 - Breathing pattern
 - Body sensations
 - Arousal level
 - Areas that need more muscle tone
 - Self-talk
 2. Assess for each new client or those with whom you have difficulty: What do I need when I am with this client?
 - A thicker skin
 - Increased muscle tone
 - To feel my edges
 - To feel my feet
 - Remind myself that she is not me
 - Remind myself that his story is not my story
 - Fashion/Jewelry
 - Comfort zone
 - Room to work
 - Imagery
 - Control the images
 - Pushing away with my eyes
 3. List three or more things that you will do between each session:
 - Write some notes
 - Open a window
 - Get a (warm) drink
 - Go to the restroom
 - Wash hands
 - Stretch
 - Tone up muscles
 - Do a cleansing ritual
 - Listen or dance to music
 - Eat a snack
- 



Strategies for Helpers

4. List three or more things that you will do at the end of each day or each evening:
 - Put client and/or colleague material in a secure container
 - Take a shower
 - Say evening prayers
 - Yell out the car window
 - Call or talk to a friend
 - Exercise
 - Read the paper
 - Watch some television
 - Read a good book
 - Change clothes
5. List three or more things that you will do (at least) one time each week:
 - Get exercise
 - See a movie
 - Visit with friends or family
 - Do volunteer work not related to my employment
 - Get out in nature
 - Do something artistic
 - Have the weekend free to do fun or nurturing things
6. List three or more things that you will do (at least) biweekly or monthly:
 - See your own therapist
 - Talk with a supervisor or consultant
 - Take a mini-vacation
 - Have or attend a party
7. Now, decide two things:
 - Who you will discuss these plans with (partner, friend, colleague, therapist, supervisor).
 - Where you will post your list (or parts of it) so you will see it and be reminded to follow your plan.

From: Help for the Helper - Self-Care Strategies for Managing Burnout and Stress
by Babette Rothschild





MAKING CHANGES

Commitment to Changes I Could Make in the Next...

Immediate Plan: Can you think of one small step you could take in the very near future to move you closer to this goal? *(you could consult with a friend for additional ideas if you feel stuck here)*

Change I Could Make in the Next WEEK:

What do I need to get in place to make this happen?

Change I could make in the Next MONTH:

What do I need to get in place to make this happen?

Change I could Make in the Next YEAR:

What do I need to get in place to make this happen?

EFFECTIVE ORGANIZATIONAL STRATEGIES FOR ADDRESSING COMPASSION FATIGUE/VICARIOUS TRAUMA

1. Offering monthly peer support groups. (Balint Groups)
2. Employee Assistance Program.
3. Providing on-going compassion fatigue and trauma training.
4. Compassion fatigue prevention and developing healthy self care skills introduced at new staff orientation.
5. Realistic expectations about trauma work shared with applicants and the new applicants level of resiliency assessed. (Duty to Warn)
6. Employees develop self-care plans and support systems to prepare for and reduce the negative effects of trauma exposure. (WRAP)
7. Creating a culture that acknowledges and normalizes the effects of working with trauma survivors.
8. Adopting policies that promote and support staff self-care (Green Cross Academy of Traumatology Standards of Self Care Guidelines).
9. Allowing for diversified workloads (limiting trauma).
10. Ensuring a safe, private work environment.
11. Ensuring effective supervision (supervisors trained to promote staff self care and contribute to the organizational culture of safety and wellness).
12. Reducing or balancing caseloads.
13. Supporting and modeling of self-care by management and administration (1:1's address self-care/compassion fatigue)
14. Supporting for use of low impact debriefing in the workplace.
15. Allowing flexible work schedules.
16. Allow two, 15 minute breaks per 8 hours.
17. Purchasing/implementing Heart Math.
18. Revising communication policy to foster direct communication between staff.
19. Staff appreciation (celebrations/retreat/reward for outcomes met).
20. Support for attending off site trainings/professional development
21. Establish Wellness Committee
 - Discount gym membership

- Offer fresh fruit/healthy food/beverages
- Yoga/exercise classes on site
- Employee fitness/nutrition programs
- Flu shots, blood pressure checks, health screens, etc.
- Chair massages offered on site
- On-going Lunch 'N Learn Topics
- Staff self-care kits

22. Staff Group Study with Compassion Fatigue Workbook

23. Compassion Fatigue protection strategies addressed in organization newsletter (Safety John)

24. Plant a common garden area.

25. Create a "Comfort Room" for staff and consumers/patients.

EFFECTIVE INDIVIDUAL STRATEGIES THAT WORK FOR REDUCING COMPASSION FATIGUE/VICARIOUS TRAINING AND INCREASING RESILIENCE

1. Low impact debriefing
2. Establish healthy boundaries
3. Positive self talk
4. Transform the stress inherent in compassion fatigue/vicarious trauma
5. Adequate sleep
6. 30 minutes of exercise
7. Awareness of compassion fatigue/vicarious trauma signs and symptoms
8. Grounding practices (mindfulness, meditation, yoga, etc.)
9. Positive peer supports (not gossiping, complaining, cynicism)
10. Part time work
11. Reduced exposure to trauma
12. Daily self-care
13. Positive thinking about stress



Compassion Fatigue Resources

Books

- *Emotional Survival for Law Enforcement: A Guide for officers and their families*, Kevin M. Gilmartin
- *Help for the Helper: The Psychophysiology of Compassion Fatigue and Vicarious Trauma*, Babette Rothschild
- *In the Realm of Hungry Ghosts: Close Encounters with Addiction*, Gabor Mate & Peter A. Levine
- *Kitchen Table Wisdom*, Rachel Naomi Remen
- *Managing Traumatic Stress Through Art: Drawing from the Center*, Barry Cohen, Mary Michola-Barnes, Anita Rankin - available through Sidran Institute, sidran.org (click on Store)
- *Peace is Every Step- Meditation In Action: The Life and Work of Thich Nhat Hanh*, Thich Nhat Hanh
- *Self Compassion: The Proven Power of Being Kind to Yourself*, Kristin Neff
- *Take Time for Your Life: A 7 Step Program for Creating the Life You Want*, Cheryl Richardson
- *The Compassion Fatigue Workbook*, Francoise Mathieu
- *The Making of a Nurse*, Tilda Shalof
- *The Resilient Practitioner: Burnout Prevention and Self-Care Strategies for Counselors, Therapists, Teachers, and Health Professionals*, Thomas Skovholt
- *Transforming the Pain: A Workbook on Vicarious Traumatization*, Karen W. Saakvitne & Laurie Anne Pearlman
- *Trauma & Recovery: The Aftermath of Violence from Domestic Abuse to Political Terror*, Judith Herman
- *Trauma Stewardship: An Everyday Guide to Caring for Self While Caring for Others*, Laura Van Dernoot Lipsky
- *When the Body Says No: Exploring the Stress-Disease Connection*, Gabor Mate

Websites

- acestoohigh.com
- americanbalintsociety.org
- braingym.org
- calm.com
- cdc.gov/ace/-Ace Study
- childtraumacademy.com
- colormandala.com
- compassionfatigue.ca
- donothingfor2minutes.com
- figleyinstitute.com- Charles Figley
- get.gg - CBT Self-Help Resources
- greentreeyoga.org
- heartmath.com
- mindfulhub.com
- proqol.org -Professional Quality of Life Scale

- resiliencetrumpsaces.org
- resiliency.com
- search-institute.org - developmental assets
- theannainstitute.org
- zenhabits.net

YouTube

- Stress reduction in 6 parts Kabat Zinn - #1-6, 10 minute sessions - shows how to and the benefits of meditation
- Healing Neen

Free Apps

- Breath2Relax
- Insight Timer (guided meditations, timer for meditations)
- Virtual Hope Box (tools for coping, relaxing, distracting & positive thinking)
- Cbt-i coach (improve sleep)
- Provider Resilience (National Center for Telehealth & Technology)
- PTSD Coach!
- T2 Mood Tracker (National Center for Telehealth & Technology)

Pandora Internet Radio (Meditation, Relaxation, and Yoga Stations)

- Meditation stations
- Relax stations
- Sleep stations
- Yoga stations

Research

- Resilience and Recovery: Findings from the Kauai Longitudinal Study - www.rtc.pdx.edu

Workshops - Contact: Kay Glidden

- Mindfulness
- Trauma 101 & Recovery and Trauma Train the Trainer Workshop